

## **Call for Civilian Nominations for Senior Enterprise Talent Management Program and Enterprise Talent Management Programs – Suspense: 15 May 2018**

### References:

A. AR 350-1, Army Training and Leader Development, 10 December 2017.

B. Army Directive 2017-13 (Department of the Army Senior Enterprise Talent Management Program and Enterprise Talent Management Programs).

1. A complete copy of Army Directive 2017-13 is located at <https://www.csldo.Army.mil//index.aspx> under the SETM/ETM policy tab. This is a call for self-nominations for Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) for FY18. SETM/ETM are the means by which the Army prepares senior Army civilians to assume positions of greater responsibility across the Department by providing an exceptional professional development, senior-level educational or experiential learning opportunity. SETM/ETM are administered by the Civilian Leader Development Office (CLDO), Deputy Assistant Secretary of the Army (Civilian Personnel), Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)).

2. Selection for SETM/ETM modules is linked to an applicant's past and present duty performance, potential for leadership and career progression and the needs of the Army. Commanders, supervisors, General Officers/Senior Executive Service (GO/SES) members and human resource directors at all levels should support the SETM/ETM application of candidates who represent the "best of the best": high-performing senior civilian leaders with outstanding potential for assignment to positions of greater responsibility and impact across the Army. The SETM/ETM programs are composed of the following eight modules:

a. Participation in the Army Senior Civilian Fellowship (ASCF) program affords senior Army civilians in grades GS-14/15 (or equivalent), opportunities for strategic training, education and professional development. This 2-year comprehensive study and utilization program will broaden participants' enterprise-wide perspective needed to enhance their competencies and capabilities wherever they are assigned to meet the Army's needs. Fellows will be subjected to the Graduate Placement Program (GPP). Each applicant must submit a Mobility Agreement (MOBA) and Continued Service Agreement (CSA). The number of applicants nominated is limited by Army quotas.

b. Project-based SETM Temporary Duty (TDY) Assignments. This component of the SETM program is open to all senior Army civilians in grades GS-14/15 (or equivalent) who apply and are selected for participation. Short-term developmental assignments are intended to challenge and provide a "broadening" experience to the participant, consisting of a TDY assignment to work on a special project designated by a command or organization, as part of a working group or "tiger team," for a period not to exceed 179 days. Upon completion of the TDY assignment,

participants return to their permanent duty stations with no further obligation; a MOBA is not required but a CSA is required. The number of applicants selected for participation is limited only by available funding and compatible skill matching to the projects submitted.

c. Attendance at Senior Service College (SSC). SSC prepares senior Army civilians for positions of significant responsibility in the Department of the Army. This SETM component is open to applicants in grades GS-14/15 (or equivalent) who will compete for allocated seats at the U.S. Army War College (AWC) (Resident or Distance Education (DE) Program), the Dwight D. Eisenhower School of National Security and Resource Strategy (TES) (Acquisition or Non-Acquisition Course) or Naval War College (NWC) (Senior Level Course). On completion of the program, graduates are placed in positions intended to leverage the competencies fostered at SSC and where the Army most needs their capabilities. Students who complete SSC in residence and SSC-DE (GPP volunteer) are subject to the GPP, and must submit a MOBA and CSA at the time of application. SSC-DE applicants selecting not to be mobile must submit a CSA only. The number of applicants selected for attendance at SSC is limited by the number of allocations provided by the AWC, TES or NWC. For more information about SSC, review AR 350-1 (Army Training and Leader Development), at [http://www.apd.Army.mil/pdffiles/r350\\_1.pdf](http://www.apd.Army.mil/pdffiles/r350_1.pdf).

d. Participation in the Defense Senior Leader Development Program (DSLDP). Open to senior Army civilians in grades GS-14/15 (or equivalent); DSLDP is DoD's premier civilian leadership program. DSLDP is a 2-year comprehensive educational and developmental program designed to inculcate participants with the enterprise-wide perspective needed to lead organizations and programs and achieve results in the joint, interagency and multinational environments. Selection to DSLDP is a three-part process: application through the SETM program, selection by the SETM board and selection by a DoD board. Participants continue in their current assignments until they start their SSC. DSLDP includes attendance at a SSC (participants will attend a different component school other than AWC); defense-focused leadership seminars; and a developmental assignment. DSLDP graduates are subject to the GPP. Accordingly, each applicant must submit a MOBA and CSA. The number of applicants nominated is limited by DoD quotas.

e. Attendance at the Command and General Staff Officer Course (CGSOC). CGSOC prepares senior Army civilians for positions of significant responsibility in the Department of the Army. This ETM module is open to applicants in grades GS-13 (or equivalent) (GS-12 by exception) who will compete for allocated seats at the U.S. Army Command and General Staff College (CGSC). On completion of the program, graduates are placed in positions intended to leverage the competencies. Students who complete CGSOC and who may volunteer for worldwide assignment, are subject to the GPP, and must submit a MOBA and a CSA at the time of application. For CGSOC participants in a TDY and return status, graduate placement determinations will be made by the nominating command. The number of applicants selected for attendance at CGSOC is limited by the number of allocations provided by HQDA G-3/5/7 training and the Army CGSC. For more information about CGSOC, review AR 350-1 (Army Training and Leader Development), at [http://www.apd.Army.mil/pdffiles/r350\\_1.pdf](http://www.apd.Army.mil/pdffiles/r350_1.pdf).

f. Participation in the Executive Leader Development Program (ELDP) DoD level program. The ETM-ELDP module allows Army civilian employees in grade GS-12/13 (or equivalent), who meet the prerequisites, to compete for participation. ELDP provides participants with an extensive exposure to the roles and mission of the entire DoD. The ELDP program is a 10-month training program. During the program, participants travel to a variety of locations worldwide to train with warfighters and experience first-hand many challenges the DoD components face in carrying out their mission. Participants remain in their permanent position and return to their home stations between field deployments. ELDP is both physically challenging and mentally demanding. A CSA is required for participation in ELDP.

g. Project-based ETM Temporary Duty (TDY) assignments. The ETM TDY module is open to all senior Army civilians in grade GS-13 (or equivalent) who apply and are selected for participation. Short-term developmental assignments are intended to challenge and provide a "broadening" experience to the participant, consisting of a TDY assignment to work on a special project designated by a command or organization, as part of a working group or "tiger team," for a period not to exceed 90 days. Upon completion of the TDY assignment, participants return to their permanent duty stations with no further obligation; a MOBA is not required. The number of applicants selected for participation is limited only by available funding and compatible skill matching to the projects submitted.

h. Participation in the ETM Leadership Shadowing Experience. The ETM Shadowing Assignments module is open to select Army civilians in grade GS-13 (or equivalent). ETM shadowing participants will accompany and observe an SES/GS-15 leader in his/her daily work environment for up to 20 work days. The number of applicants who may be selected for participation in ETM shadowing is based on Army resources. A selected ETM Shadowing participant can have up to two shadowing assignments total during the course of the FY for which he/she was selected. However, applicants selected for the ETM Shadowing module are not eligible to receive an ETM Shadowing assignment concurrent with their participation in CGSOC or ELDP.

3. Applicants will use the SETM automated system to self-nominate for participation in one or more SETM or ETM modules starting on 1 March 2018. Completed applications in the SETM-System will generate an email to the first-line supervisor and first General/Flag Officer or SES in their chain of command for endorsements. Army Commands, Army Service Component Commands, Direct Reporting Units and/or Separate Organizations, Functional Chief Representatives (FCR) and Career Program Managers (CPM) will be able to access applications and conduct boards using the SETM system. Complete applications must be submitted by 15 May 2018. FCR and CPM are responsible for reviewing/endorsing their respective career program applications in the SETM system by 31 May 2018. Command boards will review all applications and provide their order-of-merit list to HQDA (CLDO Office) by 29 June 2018.

4. Applications for all programs submitted into the SETM system will require the applicant to self-rate their competencies using the Executive Core Qualifications (ECQ). In addition, DSLDP applications will require narrative descriptions for each ECQ. Detailed information for these

programs, as well as step-by-step specific instructions on how to apply for SETM/ETM, will be available on 1 March 2018 and may be accessed by visiting <https://www.csldo.army.mil//index.aspx> (CAC enabled) and clicking on "users guide".

5. A SETM Board, consisting of GO/SES, will convene at the end of July 2018 to select participants for the SETM program. Likewise, an ETM Board, consisting of SES/GS-15/COL, will convene in October 2018 to select participants for the ETM program. Final selection results will be published NLT January 2019.

6. Should you have any questions pertaining to these competitive developmental opportunities, please contact your major command SETM/ETM points of contact or CPM. For technical system issues, please email CLDO at [usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-edd@mail.mil](mailto:usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-edd@mail.mil).